



8.4	CITY OF PORT PHILLIP DRAFT RECONCILIATION ACTION PLAN 2017-2019
WARD:	WHOLE OF MUNICIPALITY
GENERAL MANAGER:	VANESSA SCHERNICKAU, COMMUNITY DEVELOPMENT
PREPARED BY:	TODD CONDIE, INDIGENOUS POLICY OFFICER
TRIM FILE NO:	46/02/79
ATTACHMENTS:	1. FINAL Reconciliation Action Plan 2017-2019

PURPOSE

To endorse the City of Port Phillip’s second Reconciliation Action Plan

I. RECOMMENDATION

That Council:

- 1.1 Endorses the Port Phillip City Council’s second Reconciliation Action Plan 2017 – 2019, and the launch of the Reconciliation Action Plan 2017 – 2019 during NAIDOC Week 3 - 10 July, 2017
- 1.2 Endorses the Statement of Commitment to reconciliation (as set out at page five of the Reconciliation Action Plan 2017 – 2019).

2. BACKGROUND

- 2.1 The conditions in which people are born, grow, live, work and age shape the health and wellbeing of individuals and communities. Factors like housing, income, education, environment, social connection, access to services and equity can influence a person’s ability to improve their own health and wellbeing.
- 2.2 Aboriginal and Torres Strait Islander (ATSI) peoples experience disproportionately high levels of disadvantage. According to the Victorian Public Health and Wellbeing Plan 2015–2019 Health Status Report, the greatest relative difference in health status for population groups is between Aboriginal and non-Aboriginal Australians.
- 2.3 The City of Port Phillip has a long history of acknowledging the health inequity experienced by Aborigines and Torres Strait Islanders. We were among the first local governments in Australia to:
 - offer an apology to members of the Stolen Generation (1997);
 - support the Port Phillip community to progress reconciliation (1997);
 - develop a Memorandum of Understanding between the City of Port Phillip and the local Aboriginal community (1999);

AGENDA - ORDINARY MEETING OF COUNCIL – 7 JUNE 2017



- employ an Indigenous Policy Officer (2010).
- 2.4 The City of Port Phillip's first Reconciliation Action Plan 2012 - 2015 (RAP#1) was developed following extensive research and consultation with Aboriginal and Torres Strait Islander and non-Indigenous community members, local community organisations and Council departments.
- 2.5 An independent evaluation of RAP#1 completed in 2016 determined that 25 of the 28 actions were fully complete (90 per cent). The three outstanding actions were partially completed initiatives, the next steps toward full implementation have been incorporated into RAP#2.
- 2.6 RAP#1 has been recognised at a Federal Government Reconciliation Action Plan Showcase (2013) and through a Victorian Department of Justice reconciliation award (2013).
- 2.7 The achievements of RAP#1 include:
- developing an Aboriginal and Torres Strait Islander Protocols framework including 'Welcome to Country' staff cards and an Indigenous staff induction module. These resources have been utilised by local organisations who are developing and implementing a Reconciliation Action Plan, community and school groups
 - developing an Aboriginal Gathering Place, incorporating key components, such as service access and a food bank, into a precinct model
 - Adnate mural at Peanut Farm Reserve and interpretive signage at ten sites of local traditional owners cultural significance
- 2.8 In August 2016 Council endorsed the findings of the RAP#1 evaluation and endorsed a process to develop a second Reconciliation Action Plan.
- 2.9 In late 2016 Traditional Owners, local ATSI community members and local reconciliation and health agencies, peak bodies and Council staff were engaged in developing key focus areas for a draft RAP#2.
- 2.10 In early 2017, Traditional Owners, local ATSI community members and local reconciliation and health agencies, peak bodies and Council staff were given the opportunity to provide feedback on the RAP#2 draft. Their input has been incorporated into the final draft.
- 2.11 In February 2017, Councillor input was invited via a Councillor Briefing to then finalise the RAP#2 draft.
- 2.12 In February, 2017, the final draft of RAP#2 was submitted to the national body for reconciliation, Reconciliation Australia, for endorsement.
- 2.13 In May 2017, Reconciliation Australia provided endorsement for the City of Port Phillip's second RAP.



3. KEY INFORMATION

3.1 Context

At a National and State Government level the following has informed the focus areas of RAP#2:

- 3.1.1 In July 2015, the Federal Government of Australia announced the establishment of a Referendum Council to lead national discussions toward a referendum to recognise Aboriginal and Torres Strait Islander peoples in the Australian Constitution. Between December 2016 and May 2017, a series of meetings of Indigenous Australians were held with the purpose of reaching broad agreement on whether and, if so, how, to 'recognise' Indigenous Australians in the Australian Constitution.
- 3.1.2 In February 2016, the State Government of Victoria announced that it would begin a process to enter into a treaty with Aboriginal people in Victoria.
- 3.1.3 Between May 2016 and April 2017, the State Government of Victoria held regional and state-wide forums that focused on self-determination. The legal framework for the representative body that will negotiate with the government going forward is still to be determined. Further consultations, supported by newly announced State Government of Victoria funding, will be overseen by the Treaty Interim Working Group which is made of ten community members and six ministerial appointments.
- 3.1.4 The 'Recognise' and 'Treaty' processes are not mutually exclusive. Traditional Owners, ATSI community members and agencies have expressed support for the progression of both of these processes.
- 3.1.5 Supporting community understanding of matters relevant to Reconciliation such as constitutional recognition and Treaty processes, and facilitation of Traditional Owner and ATSI community participation at a local level is a key initiative of RAP#2.
- 3.1.6 Like many areas in Victoria, the land on which the City of Port Phillip is situated, does not have a Victorian Aboriginal Heritage Council endorsed Recognised Aboriginal Party.
- 3.1.7 The Victorian Aboriginal Heritage Council, as part of the Department of Premiere and Cabinet's advisory body Aboriginal Victoria, is working with the clans of Boon Wurrung, Bunurong and Wurundjeri who each have a connection with the land around the north shore of Port Phillip Bay.
- 3.1.8 The issue of Council recognition of Traditional Owners in the Port Phillip area was raised as part of consultation when developing RAP#1.
- 3.1.9 Council endorsed an acknowledgement of the Yalukut Weelam clan of Boon Wurrung and established a strong working relationship, co-designing cultural protocols and supporting the recognition of Boon Wurrung cultural heritage. Facilitating Traditional Owner input into the planning of Fishermans Bend and the review of the City of Port Phillip's Municipal Strategic Statement (MSS) are key initiatives of RAP#2.



- 3.1.10 The social and economic benefits of ATSI employment and economic development have been recognised and progressed by Federal and State government policy. Municipal Association of Victoria research identifies local government as having the appropriate knowledge and networks to implement actions that will result in Aboriginal employment and economic development opportunities. ATSI employment and social procurement are proposed key strategies of RAP#2.
- 3.1.11 The program of local Aboriginal cultural activities and events initiated under RAP#1 and Boonatumg Ngargee Yulenj ATSI Arts Strategy will continue to be delivered. Knowledge sharing with local businesses, community agencies and other local governments, extending the reach of these innovative protocols and practices is a key initiative of RAP#2.

3.2 Process to develop RAP#2

- 3.2.1 Reconciliation Australia is the national body for Reconciliation. Reconciliation Australia provides a gradational series of templates to support organisations on their RAP journey. The types of reconciliation action plans (templates) provided are 'Reflect', 'Innovate', 'Stretch' and 'Elevate'
- 3.2.2 The City of Port Phillip's first RAP was endorsed as a 'Reflect' reconciliation action plans by Reconciliation Australia. 'Reflect' reconciliation action plans are designed to raise awareness and develop a foundation for future commitments to cultural learning, and practising cultural protocols and Aboriginal and Torres Strait Islander employment.
- 3.2.3 RAP#2 was developed according to Reconciliation Australia's 'Innovate' template. 'Innovate' reconciliation action plans are designed for organisations that have established relationships with their Aboriginal and Torres Strait Islander stakeholders and are well-positioned to implement programs for cultural learning, Aboriginal and Torres Strait Islander employment and procurement. Reconciliation Australia requested minor amendments to the final draft of RAP#2 in order to satisfy the elements required for endorsement.

3.3 Consultation and Stakeholders

- 3.3.1 Stakeholders consulted with as part of the process to develop RAP#2 include:
 - Senior Boon Wurrung Elder and Traditional Owners and Boon Wurrung Foundation officers
 - Port Phillip Citizens for Reconciliation Inc.
 - Sacred Heart Mission
 - St Kilda Baptist Church
 - Indigenous community groups (including community grant recipients)
 - General Port Phillip Community
 - Reconciliation Victoria

AGENDA - ORDINARY MEETING OF COUNCIL – 7 JUNE 2017



- Reconciliation Australia
 - Galliamble
 - Winja Ulupna
 - Star Health (formerly Inner South Community Health Service)
 - Department of Health and Human Services
- 3.4 Communications objectives in developing the RAP#2 were all achieved. Measures of success included:
1. Indication from all key stakeholders identified that they understand the process for the development of the RAP 2017-2019.
 2. Indication from all key stakeholders identified that they understand the level of consultation for the development of the RAP 2017-2019.
 3. Indication from all key stakeholders identified that they have a high level of support for the draft Reconciliation Action Plan 2017-2019.



FURTHER SUPPORTING INFORMATION

4. ALIGNMENT TO COUNCIL PLAN AND COUNCIL POLICY

4.1 Delivery of Council Plan

The Reconciliation Action Plan 2017-2019 aligns with Council's 'Healthy' strategic objective which includes a commitment to:

2.1 ensure our City is a welcoming and safe place for all

2.1 support our community to achieve improved health and wellbeing

4.2 Delivery of Community First

The development and implementation of the Reconciliation Action Plan (RAP) incorporates several 'Community First' mindsets including:

Enterprise Portfolio Management – several departments of the organisation are involved in the implementation of the RAP

Great Places and Precincts – showcasing local Aboriginal history helping Port Phillip to be recognised for places of global significance and interest

Continuous Improvement – mid-term and full term review conducted according to evaluation plan

Good Governance – the RAP maintains and builds upon the productive working relationship between Council and the local Aboriginal and Torres Strait Islander community.

5. LEGAL AND RISK IMPLICATIONS

- 5.1 The development in partnership with local Traditional Owners, local ATSI community members and local reconciliation and health agencies, peak bodies and Council staff and endorsement of the City of Port Phillip's second Reconciliation Action Plan promotes Council's organisational reputation as a leader in reconciliation at the local government level in Victoria.

6. SUSTAINABILITY – Triple Bottom Line

6.1 ENVIRONMENTAL IMPLICATIONS

- 6.1.1 There are no direct environmental or sustainability implications from this report

6.2 SOCIAL & CULTURAL IMPLICATIONS

- 6.2.1 Pursuing reconciliation with local Traditional Owners is a one of the principles the City of Port Phillip's Social Justice Charter.
- 6.2.2 Council's second Reconciliation Action Plan will facilitate broad support for and Traditional Owner and local ATSI input into local and regional programs and processes that are important to achieving reconciliation and improving health equity.



6.3 ECONOMIC IMPLICATIONS

6.3.1 Council's second Reconciliation Action Plan will deliver economic outcomes for Traditional Owners and local ATSI peoples through the implementation of ATSI employment and procurement policies. The ATSI employment policy will support the recruitment, retention of and development of ATSI at the City of Port Phillip. ATSI procurement policies support the procurement of Aboriginal cultural services via the Boon Wurrung Foundation.

6.4 FINANCIAL IMPLICATIONS

6.4.1 Activities and programs (e.g. NAIDOC Week, Reconciliation Week) delivered under the RAP#2 will be operationally resourced from the Indigenous Policy Officer budget

7. IMPLEMENTATION STRATEGY

7.1 TIMELINE

- 7.1.1 24 May 2017 - Socially procured EoI for the design of RAP#2 awarded.
- 7.1.2 31 May 2017 - RAP#2 cover image selected from the City for Port Phillip's Aboriginal Art Collection
- 7.1.3 7 June 2017 - Council endorses RAP#2
- 7.1.4 20 June 2017 – RAP#2 designed final copy
- 7.1.5 July 3 –10 Jul – RAP#2 launched as part of NAIDOC Week planned activities

7.2 COMMUNICATION

- 7.2.1 Council is a leader in the reconciliation space at the local government level, exemplified by being the only local government body in Australia to be invited by Reconciliation Australia to showcase its RAP at a National Reconciliation Showcase at Old Parliament House in Canberra
- 7.2.2 The inclusive process to develop Council's second Reconciliation Action Plan builds on the considerable foundation provided by RAP#1, which included the recognition of the Yalukut Weelum clan of the Boon Wurrung as the Traditional Owners of the City of Port Phillip, the development of an Aboriginal and Torres Strait Islander Protocols framework and research into the development of a Port Phillip based Aboriginal Gathering Place.

8. OFFICER DIRECT OR INDIRECT INTEREST

8.1 No officers involved in the preparation of this report have any direct or indirect interest in the matter.